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Free Speech

VOLUME 3, ISSUE 1

OCTOBER, 2007

ICCW Welcome New Members for 2007—2008

Monica Abbott, Chair (V) DOA
Barbara Bessey, V-Chair (V) DLI
Erin Ricci, Sec. (V) DNR
Melody Scoble, Treas. (V) SOS
Lindra, Davies, His. (V) AGR
Lenore, Adams (V) LEG
Casey Baris (A) LEG
Pam Boggs (A) FWP
Linda Brander (V) COM
Linda Davis (V) DOA
Melanie Denning (A) DOA
Cassie Egbert (A) AGR
Kathleen Ely (V) SOS
Lynn Eneas (A) Lottery
Kay Gray (A) DOA
Brandi Hamilton (V) MDT
Ty Hilger (V) DMA
Betty Huckins (V) COR

Sheree Isola () HHS
Britt Long (A) DNR
Sheila Martin (V) LIV
Susan Ockert (V) DOC
Colleen Owen (V) DEQ



Lynnette Radonich (A) DEQ
Christy Reardon (V) DOJ
Billie Rusek, (V) GOV
Vicki Schiller-Long (A) COR
Lisa Smith (V) OPI

Pam Spore (V) DOR
Janice Traynor (A) DMA
Barbara Wagner (A) DOR
Betty Warren (V) FWP
Jennifer Weiss (A) HHS
Jackie Williams (A) GOV
TBD (V x2 & A) DLI
TBD (A) OPI
TBD (A) SOS
TBD (V) DNRC
TBD (A) DOJ
TBD (V & A) HIS
TBD (A) LIV
TBD (A) MDT
TBD (V) AGR

V = Voting Member
A = Alternate Member

Leadership & Service

Mac Anderson says it best: "Great Leadership starts with a willing heart, a positive attitude, and a desire to make a difference." ICCW was founded to make a difference for state employees by full participation of women in state government. It seems to me this year we are having a difficult time to recruit volunteers for ICCW. I am not sure why, as I thought that last year was very productive and reward-

ing. I was new to state government, less than a year, and I met a lot of really nice women. Yes, it means making a commitment of at least four hours a month, but it is more than that. Hearing a teenager from Florence Crittenton Home say, "Will you be back again?" touches your heart in a way that you cannot imagine. Service can be as simple as sharing an hour with someone that just needs to share her story and hear yours that faith, strength

and perseverance goes along way. Last year, the ICCW Mentoring committee lent a hand when it was needed.

ICCW still needs some helping hands for its 2007-2008 year. If you are interested, please contact your supervisor for more information or Chair Monica Abbott at 444-2587 or Vice-Chair Barbara Bessey at 444-4493.

— Barbara A. Bessey, Vice Chair

Dance of Life

Many Americans seem to be glued to their television on Monday and Tuesday evenings to watch “Dancing With the Stars”. Celebrities that have little to some dancing experience grace the ballroom floor each week. Past celebrities have stated that it was an experience of a lifetime and that they have such an appreciation for the dedication and changes they made by exercising through dancing. Dancing is also a social experience in any form — ballroom, Latin, hip hop, or country.

ICCW is continuing its “dancing”. All of the officers are new this year except for our Chair Monica Abbott from DOA. However, many of our members that held two year terms are back. New members hopefully will enjoy their year of service and will want to continue working with ICCW to make positive changes.

Change can either happen by accident or by design, be subtle or significant. Some people hate the slightest change and it can put a wrinkle in their day. Others just let matters run over their back and

fall where they may.

It is with great hope that this year’s ICCW team can “dance” together and get as much accomplished as it did last year. Everyone has different levels of talent and it just takes some fine tuning, proper hand placement, and grace to glide across the dance floor as a volunteer. Many volunteer groups do not make it, however, ICCW has been in existence 30 years — state employees who have been dedicated to taking a spin around the dance floor a few times.

Welcome new members to a new “dance of life”.

Virtues of a Harvest

It is fall once again. Many people spend this time of year changing clothes from summer to winter, cleaning out closets to make trips to Goodwill, putting the lawn mower away, getting out the snow blower, chopping wood and storing it, and canning vegetables from the garden.

Self-improvement is such a craze these days. What if it was as simple as nine noble virtues? For instance: honor — the highest standard of behavior and the mark of integrity. Truth — be forthcoming and honest with others at all times despite retribution or reprisal.

Courage — to confront fear, pain, danger, intimidation and uncertainty in the face of failure. Without courage, nothing great can be accomplished. Fidelity — be loyal to your source and true to your values without limitation. Discipline — ability to be hard on oneself first, and then on others if need be, in order that a greater purpose may be achieved. Hospitality — willingness to share what one has with others and to graciously receive guests, visitors and strangers with kindness and goodwill. Industriousness — work hard towards your goals, characterized by a

steadfast energetic effort to be productive without waste. Self-reliance — true spirit of independence, relying on one’s own efforts and abilities to achieve what is good not only for the individual but also the group. Perseverance — ability to stay the course and pursue your dream with dogged conviction in spite of setback, opposition, discouragement or defeat.

A harvest such as this, pondered through the winter, would bring great rewards in the spring.



Source: The Noble Virtues-9 Principles for Self-Improvement, www.ezinearticles.com

Montana Women Vote

Montana Women Vote (MWV) is a coalition of ten state-level organizations that share a common goal of educating and mobilizing low-income women, many of whom have never voted, to participate in the democratic process. Member organizations address issues of economic self-sufficiency, domestic violence and sexual assault, the environment, and reproductive

rights. The organizations are: Blue Mountain Clinic, The Montana Coalition Against Domestic and Sexual Violence, the Montana Human Rights Network, the NARAL Pro-Choice Montana Foundation, Planned Parenthood of Montana, Women’s Opportunity and Resource Development, Inc. (WORD), women’s Voices for the Earth (WVE), Working for Equality

and Economic Liberation (WEEL) homeWORD, and the YWCA. MWV formed in August of 2000 to increase voter turnout in low-income areas. The group targeted low-income precincts in five communities, on the seven Indian reservations and six university campuses. MWV works year-round on advocacy and public policy issues.

For more information, please go to www.montanawomenvote.org



Halloween — Trick or Treat!

This is certainly a different way of giving — and in a fun way. It seems that even more adults are getting into the idea of dressing up and celebrating Halloween as a family affair with their children. You don't even have to have children to get into Halloween. At Labor, we have a reverse trick or treat. Employees who want to dress up, do, and then go around and deliver candy to all of those who want to participate in the receiving of candy. It is fun to walk around and see how people have decorated their offices. One

of interest at Walt Sullivan is Lanae Vetsch's office and surrounding area. She has creatively made cut-outs from old X-rays. She has decorated with bats, pumpkins, eyeballs, bones, and lights.

Our modern Halloween is a descendent of the ancient Celtic fire festival called Samhain ("sow-en"). The Celts celebrated October 31 as the last day of the year. All hearth fires were extinguished and then re-lit from the central fire of the Druids, which

was symbolic for returning life in the new year, November 1st. For the Catholic Church, October 31st was "All Hallows Eve," the day before All Saints Day.

Modern movies such as *Van Helsing* gives us a wide variety of ghouls: Mr. Hyde, Dracula, Frankenstein, and Werewolf. The special effects are wonderful in this film. *Van Helsing* has been compared to the Indiana Jones series in form.

For all of you who love Halloween — have a safe and fun time!

The best and safest thing is to keep a balance in your life, acknowledge the great powers around us and in us. If you can do that, and live that way, you are really a wise man."

— Euripides

<http://www.mdt.mt.gov/iccw/training>

Free Speech Updates

In April 2007, the newsletter covered a story regarding Senate Bill 89, providing for breast feeding in the workplace. Senate Bill 89 passed the legislature and was signed by Governor Schweitzer on April 26, 2007. On October 1, 2007, the State Personnel Division issued a memorandum outlining the questions that were received and responses. Attached to that memorandum is the new breast feeding policy for state government which went into effect as of October 1, 2007. If

you would like to review this policy you may log on to <http://hr.mt.gov/HRServices/policies.asp>.

ICCW will not be having a training subcommittee this year. However, the training materials will still be featured in each issue. If any of the agencies have training materials that they will no longer be using, ICCW would welcome the donation of those videos and DVDs to its lending library.

The 2007-2008 Survey subcommittee is looking for agencies to sponsor the production and mailing of the survey to women voters across the state who may not have access to the electronic version that will be made available.

For more information please contact Barbara Bessey, Vice-Chair @

Training Resources Reviews

ICCW training materials that are available for check out: **Self-Empowerment for Women** — Do you have personal power? Do you feel good about who you are and the decisions you make? Self-Empowerment is a critical part of your self-fulfillment and growth. Self-empowerment puts YOU in control of the situations in your life. You can start your journey to self-empowerment today.

Your journey to more confidence and personal power may include: essential attitude-adjusting skills, practical strategies for personal power, and motivational techniques for getting your life moving.

How to Achieve Balance in Your Life — With all the roles that women must fill, it's not unusual to feel that you have lost a vital balance in your life. Take back

control of your life and rediscover the revitalizing powers of inner balance. Enjoy the satisfactions of a more fulfilled life. To attain equilibrium and poise for a lifetime learn to: use the tools of balance in your life, live by your own definition of success, understanding where your feelings come from, become effective, and put self-care at the top of your to-do list.

ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

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**Creating positive change for all
state employees by promoting the
full participation of women in
state government.**



Meeting Schedule for 2007-2008 1:30 PM to 3:00 PM

October 18, 2007	Walt Sullivan, Room 104
November 15, 2007	FWP, 1st Floor
December 13, 2007	Mitchell, Room 136
January 17, 2008	Walt Sullivan, Room 104
February 21, 2008	Commerce, Room 24
March 20, 2008	Mitchell, Room 136
April 17, 2008	Walt Sullivan, Room 104
May 21, 2008	ELA Ceremony
June 19, 2008	DEQ, Room 112

General Meetings will occur for the first 30 minutes of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.

Assistance Welcome

ICCW is embarking on a new season with dynamic members.

Mac Anderson said it best — “some people think that leaders are born. I don’t. I think leadership skills can be honed if we understand our strengths and weaknesses, and this understanding starts by knowing what to look for.”

My love is writing — that is my strength. I would like to bring as much of myself — ideas and flair — to this newsletter as I can.

I would like to call upon many of you, our members and readers, to donate your talents: writing articles, sharing quotes, jokes, insights, and experiences with other state employees.

Is your agency hosting an event? Found an interesting article while surfing the net? Know of a special employee to be recognized for their contributions to your agency or community? We would love to hear about their stories.

Remember your talents are precious not only to you, but to others. That’s when you have the opportunity to shine! Service comes from the heart and will give you the “warm fuzzies” all over!

The product of **Free Speech** is only as good as what we all put into it. I believe that if the newsletter becomes a cooperative effort, we may preserve its long-term survival that Michelle Robinson started with the first edition last year.

Please forward any suggestions or thoughts to bbessey@mt.gov.

